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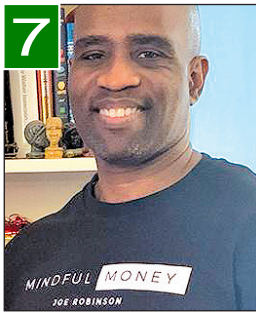
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Mike Morgan V. Mark Robinson: What Would that Governor’s Race Look Like?



Western Air Appoints First Woman President & CEO, Sherrexcia “Rexy” Rolle



Black Author Releases New Edition Of “Think Outside the Cell”



# Greater Diversity News

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## Nationwide Voter Mobilization is our Priority



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**50 CENTS**

Week of January 25 - January 31, 2024

# How the Columbia Record Group Cornered "Soul Music"



PART OF AN ONGOING SERIES

By Peter Grear  
Co-Publisher  
Greater Diversity News

Gerry McCants, a distinguished entrepreneur from Greensboro, NC, recently shared his valuable insights in an interview with Greater Diversity News (GDN). He has graciously agreed to become a regular guest on our GDN podcasts. The primary focus of our conversation was Black economics: our current economic status, the journey that led us here, and our prospects. A key point of our discussion was the Economic Liberation of Africa and the Diaspora. (You can find the full interview on YouTube under the title of this article)

He responded to my question, “Why are Africans, who live on the richest continent in the world, the poorest people in the world?” Arikana Chihombori-Quao MD, former African Union Ambassador to the United States, and the most consequential Black leader since Dr. Martin Luther King and Kwame Nkrumah, is spearheading a global effort pursuing the economic liberation of Africa and the Diaspora. GDN supports

her efforts. Gerry’s first suggestion was that we look at the historical isolation and exploitation of Black people during slavery, colonization, and beyond.

Gerry references the prior exclusion of all African countries from the G-20, a coalition of leading economies that meets to discuss and implement worldwide economic policies. He spoke to the need for Black people to understand the role of economics in our everyday lives and the need for a narrative that conveys its importance. “We need to move and take action in creating some system and structure that works and will give us an economic platform to operate from.”

Our conversation then shifted to The Harvard Report for the Columbia Record Group. This Report is not only instructive but also serves as a stark example of how Black individuals have been systematically targeted for economic exploitation over centuries. Black music and artists were in high demand during the late sixties, making



A GDN EXCLUSIVE

the “Soul Music” industry extremely profitable. The Columbia Record Group, a white-owned enterprise, recognized this lucrative opportunity and sought to capitalize on it. They commissioned a team at the Harvard Business School to scrutinize the soul music industry and propose strategies to monopolize it, provided the findings were promising. Indeed, the findings were favorable, and Columbia Records, now known as Sony Music, invested millions of dollars and utilized the Report as a strategic blueprint to seize control of the soul music industry.

Columbia Records completed the takeover in three to five years. Today, the industry is a multi-billion

dollar success. Debates about the ethics of what was done continue but not about its success. Gerry uses this as an example of the current and historical exploitation of Black people, known to be reliable consumers but not business people. Further, the Report shows the importance of the Education arena in providing strategic guidance to the business world.

Can Black students replicate the Harvard Report activities for Black businesses? Will they be called upon to do so?

Gerry stresses that the economic liberation of Africa and the Diaspora requires new ideas and bold leadership.

**MUSIC**  
Continued on pg. 4



A GDN EXCLUSIVE

# The Jordan Spirit of Courtney Banks-McLaughlin

By Tracey Morrison,  
Contributing Writer

Fresh into the new year, Banks-McLaughlin looks forward to what lies ahead after closing out 2023 in style. She filed for candidacy for NC State Representative, District 42, on the same day she took oath into office for her term on the city council on December 6, 2023.

As a council member, Banks-McLaughlin served on the following committees: Fayetteville-Cumberland Parks and Recreation, Cumberland County People of Disability, Stormwater, Military RULAC, Fayetteville-Cumberland Liaison Committee, and is the Vice Chair for the Homeless Advisory Committee.

Banks-McLaughlin shared how blessed she is to have grown on the council. The columnist had a chance to hear what each win meant to her.

“Banks-McLaughlin’s resiliency, determined attitude, and tenacity resemble basketball’s incredible Michael Jordan journey, as he won his first three championships with the Bulls.”

dominating the 1980s, the Lakers had won 11 championships. The critics favored the Johnson and the Lakers to win the 1991 championship.

She ran as a new candidate against mayor pro-tem Ted Mohn, an eminent politician who served three terms. She received some criticism about the impossibility of defeating Mohn. She silenced the critics’ voices



# City Appoints New Director of Diversity, Equity and Inclusion

**FAYETTEVILLE, N.C.** – Yamile Nazar has been appointed as the new director of Diversity, Equity & Inclusion for the Fayetteville-Cumberland Human Relations Department. Nazar has served as the interim director of the Fayetteville-Cumberland Human Relations Commission and assumed her new role on Monday, January 3.

“I am grateful to City leadership, mentors, and colleagues for their continued confidence in my ability to lead this important department and for demonstrating their meaningful investment in diversity, equity, and inclusion efforts,” Nazar said “I look forward to leveraging my

extensive experience to offer enhanced strategic advisory and consulting capabilities to our community and contributing to the realization of the City’s DEI goals and objectives.”

Nazar’s new role is an expanded function for the city, signaling the importance of diversity, equity, and inclusion efforts. She will be responsible for the department’s existing programs and services, which include support for the Fayetteville-Cumberland Human Relations Commission and Fair Housing Board. She will also be broadening existing efforts, both internally and externally, through the implementation of innovative

strategies supporting positive human relations and opportunities for all.

“Yamile has consistently demonstrated her ability to move us forward both as an organization and as a community with positive solutions, and I am confident this new role will allow her to continue advocating for equity and opportunity on behalf of all residents,” Fayetteville City Manager Doug Hewett said. “Her leadership and expertise throughout the City SPIRIT process has been exemplary, making it clear she was the right person to fill this critical role.”

A resident of Fayetteville, Nazar has extensive experience in the public sector

having held prior positions as an investigator and mediator in the State of New York. She has also served as a community engagement professional for the Durham County Library and a division manager for the City of Greensboro’s Human Relations Department.

Nazar is a recent graduate of Cornell University’s Diversity and Inclusion Certificate Program and a certified U.S. Army Equal Employment Opportunity Counselor. She previously earned a Bachelor of Arts in Criminal Justice and a Master of Public Administration from Long Island University. •



Her resiliency, determined attitude, and tenacity resemble basketball’s incredible Michael Jordan journey, as he won his first three championships with the Bulls.

**FIRST CHAMPIONSHIP**  
When Jordan won his first NBA championship in 1991, it was against a well-established Lakers team. As a successful franchise

and faithfully accepted the journey to execute her campaign. Her campaign team consisted of her children and a friend, who played the role of her campaign manager.

Jordan had a harrowing experience after losing to the 1990 Detroit Pistons. Known as the Bad Boys for their on-court physicality, the Pistons established

**MCLAUGHLIN**  
Continued on pg. 3





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## Drs. Arikana and Amos Wilson, Pan-Africanists



By Peter Grear  
Co-Publisher  
Greater Diversity News

A GDN EXCLUSIVE

Sixty years ago, as a sophomore at Fayetteville State University, I was a “bit” player in the Civil Rights Movement (CRM) of the ‘60s. Students were aggressively fighting against segregation, discrimination, and for economic equity. Also, during the ‘50s and ‘60s, colonized African countries were winning their independence from their European colonizers and seeking economic equity. Blacks won critical civil rights victories in the US and liberation in Africa, the Motherland. Sadly, the last sixty years have proven that the worldwide economic exploitation of Black people is alive and well.

Despite setbacks, Blacks in the diaspora and the Motherland continue pursuing economic liberation. This iteration of our struggle for economic justice has unique strengths unavailable during the sixties. Two of those strengths are the current

awareness of the past sixty years of exploitation and the fact that we live in a world of instant communication. Another plus is the coalition of activists that recognize the problem and are organizing to end it.



Baba Afam is a Pan-Africanist activist meeting the challenge through his leadership in Strategic Black Entrepreneur Training (SBET), a Pan-African educational collective. SBET is teaching and promoting the ideas and writings of Dr. Amos Wilson, deceased. Dr. Wilson wrote Blueprint for Black Power and is recognized as one of the most significant Pan-African thinkers since Marcus Garvey. We are grateful that Baba has agreed

### EDITORIAL

## MIKE MORGAN V. MARK ROBINSON:

What Would that Governor's Race Look Like?



By Karl Cameron

The New Year is here, and the political races are on. North Carolina Primaries on March 15th will be here before you know it, but just how well have voters thought out the possibilities that the primaries could present?

One such possibility we'll focus on here. North Carolina could have its first All-African American Governor's Race. Let's look at just what that race would look like.

At this writing the Morgan Campaign priorities are: Education, Healthcare, Gun Violence and Criminal Justice Refocus, while the Robinson campaign's focus is on Abortion, the 2nd Amendment, parents rights, Veterans Benefits, and Election Reform.

Now where do Mike and Mark stand on six of these issues?

Mike supports universal basic education with qualified teachers, stating, “Public schools should teach the true and accurate history of our state, while Mark says kindergarten through fifth grade should focus on reading, writing, and math, not social studies, science or equity and social justice. Mark is Pro-voucher and Pro-private schools, and expanding access to trade schools.

Regarding Healthcare, Mike is a proponent of the recent NC healthcare expansion and lower prescription drug prices, while Mark is against healthcare expansion in NC, wants to repeal ACA, and wants a state-produced rather than federally-produced healthcare system.

When we look at where they stand on Gun Violence, Mark vows to protect gun

rights, against universal background checks, while Mike is in favor of “common sense gun laws.”

Mark's view on the economy embraces Anti-tax incentives for businesses, and wants to provide apprenticeships and training to enhance workforce development, while Mike wants to encourage investments and entrepreneurs, raise the minimum wage, and urge a “bottom-up economy.

When we turn to Climate Change, Mark calls it “Junk Science”, and wants to increase fossil fuels, while Mike sees Climate Change as an “Undeniable threat”, and would urge decreasing fossil fuel dependence, and desires sustainability.

On the issue of Abortion, Mike is Pro-Choice and believes that women should have “the ability to decide if and when to become pregnant” and access to abortion services, while Mark is Pro-Life, against abortion for any reason, and says that the 12-week band did not go far enough.

This is what we've found regarding where Mike and Mark stand. There's no telling how many times this will change after this writing, however, we've attempted to give North Carolina Voters a good look at what a Mike Morgan v. Mark Robinson Governor's Race would look like.

The bottom line for our state is to elect the best person to the governorship. We've shown you where they stand should this race materialize. Do your own analysis, and whether you're a Democrat or Republican, vote in the primaries. They are North Carolina's first step toward who will be our next governor.

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- Hwy 87 S (Gray Creek)
- 2885 Legion Road
- 4196 Raeford Road
- 7071 Raeford Road
- 102 Reilly Road
- 3300 Rose Hill Rd.
- 2071 Skibo Road
- Sycamore Square
- Westwood Shopping Center

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Baptist Church  
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G. Carter - 6434 Freeport Road

Gillespie Barber Shop

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Greater Works Deliverance Temple  
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Greyhound Bus Station  
324 Person St.

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NAACP - 707 Murchison Rd.

Peace Memorial Christian Church  
511 Cumberland St.

Pentagon Barber Shop  
6441-1 Yadkin Road

Prince Hall Mason Lodge  
820 Cumberland St.

S & J Gospel Shop  
3308 Bragg Boulevard

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to become a regular guest on GDN podcasts.

During a recent interview with GDN, Baba, a trained psychologist, he compared Dr. Wilson with former African Union Ambassador to the US, Arikana Chihombori-Quao, MD, as it related to their Pan-African beliefs. Many view Dr. Arikana as the most consequential Black leader worldwide since the Rev. Martin Luther King and Kwame Nkrumah. Baba recognized the need for new student activists to complete the unfinished business of the CRM, economic liberation. He is among many Black leaders, students, and others who recognize the fact that Blacks in the diaspora will not be liberated until Blacks in the motherland are liberated and that to free the body, one must first liberate the mind.

Greater Diversity News (GDN) provides ongoing coverage of the efforts to achieve worldwide economic equity for Africans, defined as persons born in Africa and persons with Africa born in them. The effort is spearheaded by Dr. Arikana, founder of the African Diaspora Development Institute (ADDI). GDN's coverage, articles, podcast, and live streams will provide context to help our readers clearly understand the centuries-old issue of the economic exploitation of Black people, the meaning of Pan-Africanism, leading Pan-African thinkers, scholarly books, articles and podcasts of past and present leaders. Examples include Dr. Arikana, author of Africa 101; Dr. Amos

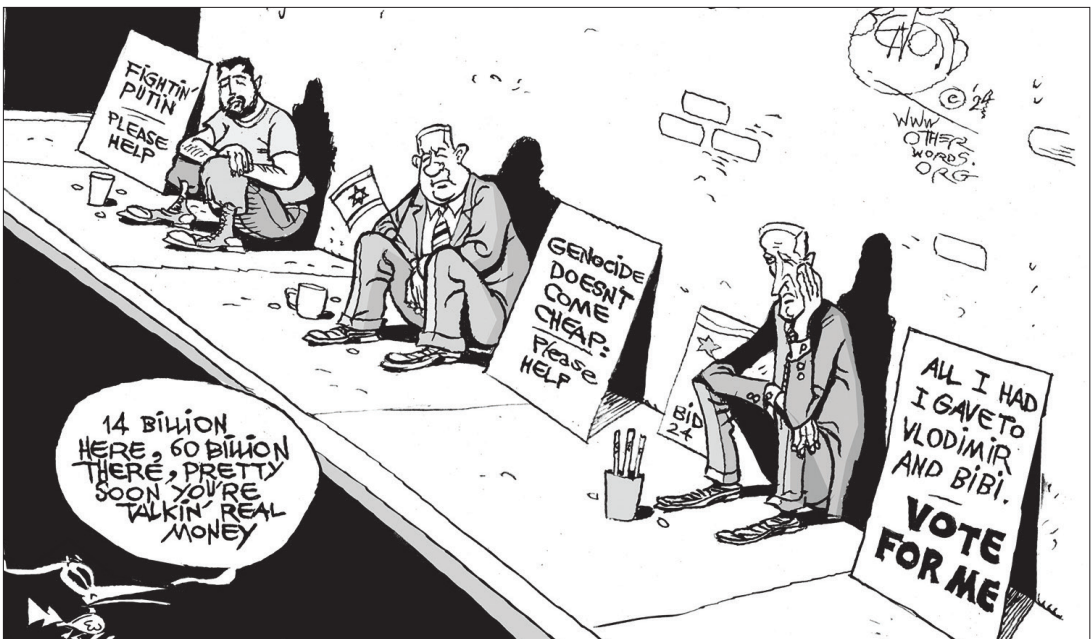
Wilson, author of Blueprint for Black Power; Marcus Garvey, founder of the Back to Africa and Black Is Beautiful movement,

We will help define student activists' roles, including their importance to the CRM, strategic support for the Economic Liberation of Africa and the Diaspora (ELA), and ways to institutionalize current issues and activism.

GDN will need support from all who recognize

the fact that Blacks are the most disrespected people in the world, and until we are respected in Africa, we will not be respected anywhere else. We will introduce many readers to the Berlin Conference of 1884-1885, redlining, segregation, and The Harvard Report for the Columbia Records Group. Our concerned readers must

**REDISTRICTING**  
Continued on page 4



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# Business News & Resources

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“Banks-McLaughlin’s three-peat dynasty proves she has established herself as well-versed in serving her community. In addition to her local accomplishments, she received state recognition from NC Governor Cooper to serve on the Crime Commission in April 2023.”

## MCLAUGHLIN

Continued from Front

the “Jordan Rule” to stop him by using challenging plays. After the Bulls’ 1990 semi-final loss, Jordan trained himself to become stronger by working out in the gym. He knew that advancing to greatness required getting out of his comfort zone. His tenacity spirited him to defeat the Pistons the following year to advance to the 1991 NBA finals against the Lakers.

With Banks-McLaughlin, to achieve the greatest, it would require her to make the sacrifice of getting out of her comfort zone. She mentally prepared herself to execute a strong campaign. The support from her tribe also helped her get to the other side of her doubts. It was a purpose she knew she had to fulfill that was inside the fear of the unknown.

Banks-McLaughlin going the extra mile in her campaign paid off as she won her first championship. She had the community buzzing on Election Night 2019 when she won her first term.

In Jordan’s situation, after winning his first



championship, he was in conversations with Magic, Larry Bird, and Isaiah Thomas.

After his first championship win, a reporter asked Jordan, “Is there a feeling of passing the torch from Magic to you?” Jordan didn’t see it as the passing of the torch, saying that there are greats out there who will continue the legacy.

The win was a destined moment for Banks-McLaughlin, as eight represents her birth month and a new beginning to start

from a clean slate in her community on a political platform.

## SECOND CHAMPIONSHIP

In Jordan’s 1991 victory speech, he told the assembled crowd in Chicago that the team would return for another year. The Bulls played the Portland Trailblazers in the 1992 NBA finals that following year.

“We came with a focus to duplicate. Exceed what we did the previous year,” Jordan shared in an interview

## Western Air Appoints First Woman President & CEO, Sherrexia “Rexy” Rolle

### Appoints Rex Rolle as Chairman

Western Air, the largest privately owned airline in The Bahamas, names Sherrexia “Rexy” Rolle, Esq. as President, CEO & Accountable Manager of Western Air, effective January 1st, 2024. Rexy joins the small, 8% of airline CEOs, that are women. She brings 15+ years of airline experience and served as VP of Operations & General Counsel for the past 9+ years. As an Aviation & Corporate Attorney with a focus on airline operations, she has led Western Air’s transition from turboprop to a uniform fleet of 9 Embraer ERJ 145- 50 seater jets and launched new routes including the airline’s first US route, between Nassau & Fort Lauderdale. Rexy spearheaded the opening of the Western Air Freeport Passenger Terminal in 2015 and reopened the rebuilt facility, this year, after navigating the airline through the challenges of Hurricane Dorian and the Covid-19 pandemic.

“Rexy is deeply committed to the service we offer passengers. She’s hands-on. For years, her role has been all-encompassing, overseeing the day-to-day operations and the legal & regulatory affairs of the airline. We know she will continue to work hard to enhance and develop the Western Air experience for passengers.” - Chairman Rex Rolle stated.

The President & CEO position was previously held by Capt. Rex Rolle, since the airline’s inception over 23 years ago. Capt. Rolle is the newly appointed Chairman of the Board. He has over 41+ years of aviation experience and will remain involved



“Rexy is deeply committed to the service we offer passengers. She’s hands-on. For years, her role has been all-encompassing, overseeing the day-to-day operations and the legal & regulatory affairs of the airline. We know she will continue to work hard to enhance and develop the Western Air experience for passengers.” - Chairman Rex Rolle

in the overall direction of the company. Capt. Rolle co-founded Western Air in September 2000 with his wife, Co- Founder & COO, Shandrice Woodside.

Rexy expressed that she’s focused on the customer, the operation and the mission. Uniquely, witnessing the start of the airline, she’s aware of where it came from and amidst its success, she sees greater potential yet to be unlocked. She says, “Customers matter most, and we are here to serve from check-in to landing and beyond. Passengers motivate our growth and innovation. However, our core mission remains the same; to provide safe,

quality, affordable, efficient air service. We believe travel should be easy & no pressure. Hence, our tickets are usable for one year with no change or cancellation fees, ever.” She speaks on her new role, “I thank God and I thank our hard working, talented team for their commitment to the service we provide. Each person plays a part. And as a family business, it’s truly an honor to step into the role that my Dad served for so long.”

Leadership evolution is an integral part of future company progression and Western Air looks forward to taking its passengers’ to new heights. •



about winning his second championship. Former Bulls player BJ Armstrong added, “If we’re going to do it again, we’re going to be in it together.”

After her first term win, she came into her second campaign believing the impossible. She brought that Jordan spirit to her campaign strategy with a determined mindset. “I felt I could do anything,” she stated.

She heard the saying about raising a lot of money to win, but she was still confident. Jordan was known for his famous shrug in the 1992 finals, indicating that this is easy. She shrugged off the critics, blocking out the negativity and doing what’s in her heart to win.

Banks-McLaughlin did just that with her second campaign with an innovative strategy in the summer months of 2022, with the help of her supportive cast, to defeat Michael Pinkston.

Her second win proved that you don’t need much money to win a campaign. Her strong relationship with her constituents also solidified her stance as the reigning champ.

## THIRD CHAMPIONSHIP

Banks-McLaughlin had a clean sweep win in last year’s local election. She referred to her third-term win as a gift. “I’m grateful that the community trusted me to represent them for another term. I ran unopposed, so

that’s a true blessing,” she explained.

Jordan’s hot championship streak, including his gold medal in the 1992 Barcelona Olympics with the Dream Team, quickly made him a globally recognizable face. The team’s first three-peat established them as a mini-dynasty.

Banks-McLaughlin’s three-peat dynasty proves she has established herself as well-versed in serving her community. In addition to her local accomplishments, she received state recognition from NC Governor Cooper to serve on the Crime Commission in April 2023.

Banks-McLaughlin doesn’t see herself as the average politician. She believes it’s her calling as a servant to help people.

## THE JORDAN TENACITY

When asked where her tenacity came from, she states, “It’s been engraved in me since childhood.”

“I have a passion to serve the community. It’s nothing like being able to see the work I’ve done. It’s a good feeling to resolve my constituents’ issues and concerns. It’s just natural for me. The benefit of what I’m doing is that I want to see people happy,” she added.

She also continues to persevere, even after the tragic loss of her daughter in 2022. Jordan, too, experienced the same tragedy with the death of his father and came back from

retirement to win additional championships with the Bulls.

The race is not over for Banks-McLaughlin, as she continues to fight for justice and equality. She believes that love keeps her focused and grounded. She knows her work is worthwhile, as she looks to inspire the future generation. Her constituents, whom she sees as family, are also a driving force.

## 23 AND COUNTING

“The number 23 holds a special meaning for Banks-McLaughlin. “That’s my sorority line number. My daughter’s basketball number,” she stated.

She knows the higher calling in her championship run in this year’s political race.

Eight may be a new beginning, but 23 means to “encourage us to keep going on our life path and to maintain a positive mode of thinking.”

A reporter once asked Jordan, after winning his third championship, “Are you satisfied, Michael? Three! That’s enough. Isn’t it?” the reporter said.

Jordan replied, “Nah, it’s never enough as long as you compete. It’s always great to win. That’s why you compete.”

More is in store for Banks-McLaughlin as she aims to continue serving and investing in her community on a state level to win NC State Representative, District 42. •





# Health & Wellness

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## Your Body's Built-in Weight Loss System: Harnessing Food and Gut Microbiome for Optimal Health

**By Christopher Damman**  
*Associate Professor of Gastroenterology, School of Medicine, University of Washington*

Wegovy, Ozempic and Mounjaro are weight loss and diabetes drugs that have made quite a splash in health news. They target regulatory pathways involved in both obesity and diabetes and are widely considered breakthroughs for weight loss and blood sugar control.

But do these drugs point toward a root cause of metabolic disease? What inspired their development in the first place?



It turns out your body produces natural versions of these drugs – also known as incretin hormones – in your gut. It may not be surprising that nutrients in food help regulate these hormones. But it may intrigue you to know that the trillions of microbes in your gut are key for orchestrating this process.

I am a gastroenterologist at

the University of Washington who studies how food and your gut microbiome affect health and disease. Here's an inside-out perspective on the role natural gut hormones and healthy food play in metabolism and weight loss.

### A broken gut

Specialized bacteria in your lower gut take the components

of food you can't digest like fiber and polyphenols – the elements of plants that are removed in many processed foods – and transforms them into molecules that stimulate hormones to control your appetite and metabolism. These include GLP-1, a natural version of Wegovy and Ozempic.

GLP-1 and other hormones like PYY help regulate blood sugar through the pancreas. They also tell your brain that you've had enough to eat and your stomach and intestines to slow the movement of food along the digestive tract to allow for digestion. This system even has a name: the colonic brake.

Prior to modern processed foods, metabolic regulatory pathways were under the direction of a diverse healthy gut microbiome that used these hormones to naturally regulate your metabolism and appetite. However, food processing, aimed at improving shelf stability and enhancing taste, removes the bioactive molecules like fiber and polyphenols that help regulate this system.

Removal of these key food components and the resulting decrease in gut microbiome diversity may be an important factor contributing to the rise in obesity and diabetes.

### A short track to metabolic health

Wegovy and Ozempic reinvigorate the colonic brake downstream of food and microbes with molecules similar to GLP-1. Researchers have demonstrated their effectiveness at weight loss and blood sugar control.

Mounjaro has gone a step further and combined GLP-1 with a second hormone analogue derived from the upper gut called GIP, and studies are showing this combination therapy to be even more effective at promoting weight loss than GLP-1-only therapies like Wegovy and Ozempic.

These drugs complement other measures like gastric bypass surgery that are used in the most extreme cases of metabolic disease. These surgeries may in part work much like Wegovy and Ozempic by bypassing digestion in segments of the gastrointestinal tract and bathing your gut microbes in less digested food. This awakens the microbes to stimulate your gut cells to produce GLP-1 and PYY, effectively regulating appetite and metabolism.

Many patients have seen significant improvements to

not only their weight and blood glucose but also reductions in important cardiovascular outcomes like strokes and heart attacks. Medical guidelines support the use of new incretin-based medications like Wegovy, Ozempic and Mounjaro to manage the interrelated metabolic conditions of diabetes, obesity and cardiovascular disease.

Considering the effects incretin-based medications have on the brain and cravings, medical researchers are also evaluating their potential to treat nonmetabolic conditions like alcohol abuse, drug addiction and depression.

### A near-magic bullet – for the right folks

Despite the success and prospect of these drugs to help populations that may benefit most from them, current prescribing practices have raised some questions. Should people who are only a little overweight use these drugs? What are the risks of prescribing these drugs to children and adolescents for lifelong weight management?

While incretin-based therapies seem close to magic bullets, they are not without gastrointestinal side effects like nausea, vomiting, diarrhea and constipation. These symptoms are related to how the drugs work to slow the gastrointestinal tract. Other more severe, but rare, side effects include pancreatitis and irreversible gastroparesis, or inflammation of the pancreas and stomach paralysis.

These drugs can also lead to a loss of healthy lean muscle mass in addition to fat, particularly in the absence of exercise. Significant weight gain after stopping the drugs raises further questions about long-term effects and whether it's possible to transition back to using only lifestyle measures to manage weight. •

### REDISTRICTING Continued from Page 2

study the issues we introduce for a better understanding and engagement. We need comments and ideas on our articles and podcasts. The challenge to liberate Africans will be long and difficult. When we surfaced the issue in GDN, we posed the question that everyone should consider as their leading question, "Why does Africa, the richest continent in the world, have the poorest, most disrespected people in the world?"

To achieve economic equity, GDN urges universal support and membership in ADDI. We believe every Black student should be a member of ADDI and an advocate for economic liberation.

GDN holds regular meetings to discuss books and issues related to economic equity. Our meetings are generally open to interested persons. We are discussing From Ghetto to Community by Billy Vance and moving on to The Harvard Report for the Columbia Record Group.

We are building relationships with Black student leaders essential to all we hope to accomplish. We urge Black Student Unions and other organizations to create standing committees for voter

rights and economic equity. Diversity, Equity and Inclusion (DEI) is a component of economic equity.

Our articles and podcasts will feature opinion leaders who are making a difference. Because of the complexities of our challenge, understanding and engagement will be evolutionary. We need volunteer writers, interviewers, and guests to support our project.

To follow GDN's ongoing coverage of the ELA, please sign up for its free three times weekly eNews publication @ [www.greaterdiversity.com](https://www.greaterdiversity.com), and subscribe to our YouTube podcasts @ [greaterdiversitynews9210](https://www.youtube.com/channel/UC9210).

The following link is to several short interviews GDN conducted at ADDI's Afro Festival this past September. Our production quality is improving every day. •

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Visit <https://www.youtube.com/watch?v=GGdYVQIEfys>

**OR USE YOUR SMART PHONE!**



### MUSIC Continued from Front

As someone who played a small yet significant role in the Civil Rights Movement during my college years, a movement largely driven by Black college students, I firmly believe that we, both in the US and the Motherland, need a new Black student movement. This new wave of activism is

essential to accomplish what remains unfinished from the '60s- achieving economic liberation.

To follow GDN's ongoing coverage of the ELA, and the African students movement please sign up for its free three times weekly eNews publication @ [www.greaterdiversity.com](https://www.greaterdiversity.com), and subscribe to our YouTube podcasts @ [greaterdiversitynews9210](https://www.youtube.com/channel/UC9210). •

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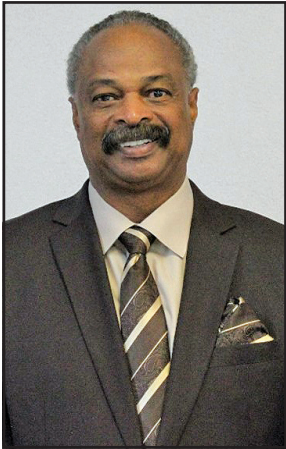
# Events & Announcements

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## Reviewing Our Past



Berthony Napoleon



Rey Robinson

By Berthony Napoleon and Rey Robinson

The “Teaching Our Own History (TOOH) Task Force” tasked my organization, Five and Two Solutions Group Inc. (FTSG) to write this article “Reviewing Our Past.” I accepted the task as a privilege and honor. This came about after a briefing that encompassed pre-slavery to present day, provided to the Task Force on the “Five and Two Solutions’ New World African (NWA) Studies, A Primer to Decision Making Process.” NWA is also an Ayisyen (Haitian) word which means black.

The New World African (NWA) concept highlights the peculiarity of the Africans captured in Africa, sold, shipped in chains, and scattered within the Americas and the Caribbean in slavery under the whip of the Christian Empires of Europe, sanctioned by Pope Nicolas V. The program’s critical thinking, and historical analysis within the context of: Security, economic, diplomacy, informational and immigration stimulate the imagination of the African American Youth, to dig into the functionality of history. Reviewing our past critically, helps African American Youth:

- **To know:** Who, what, where, why, when and how of slavery (to develop a never again attitude).
- **To acknowledge** as Africans, we were once sovereign, many were royalties, and to discover the scattered Africans in the New World, increasing African-American’s worldview to enable vision for critical decision making.
- **To cultivate** a common consciousness amongst the Nwas; an identity to advance our narrative and testimony, in order to tell our own story.
- **To get wisdom and understanding** to rebuild our Spiritual, Educational and Entrepreneurial systems.
- **To understand the status quo**, and to take appropriate actions favorable to our community.
- **To develop** informed visionary leaders who can in turn build their people self-sufficiently and self-reliantly.

Conclusion: African American Youth in the aggregate are not grateful to their ancestors and are not prepared to make informed decisions that are beneficial to their self-interest. The education system is inadequate to prepare African American youth. To reverse the trend, we need to “Teach Our Own History (TOOH).” Make “NWA” history part of the learning regiment of our community, to develop visionary leaders with authentic belief systems in their People.

We have launched a statewide task force in conjunction with the Florida General Baptist Convention, Inc., Reverend Dr. Carl Johnson, President, to demand that the governor of Florida and the State Department of Education, teach black history accurately, factually and forthrightly. In the spirit of Dr. King, in the State of Florida, we organized a task force labeled, “Teaching Our Own History.” Carter G. Woodson, the founder of Negro History Week, encouraged us to not sit idly by and allow this system to “mis”-educate black people.

Our Task Force will present to the government, a comprehensive curriculum that correctly and effectively teaches Africa and African Americans history to students in Florida’s public schools. Moreover, we will develop forty (40) plus “Freedom Schools” by 2025. We will not sit idly by and allow any governor to erase the accurate teaching of Black history.

### The Objectives of “The Teaching Our Own History” Task Force are as follows:

1. To encourage the accurate and unbiased teaching of African American history, culture, experiences and invaluable contributions in the state of Florida and this nation.
2. To develop strategies and solutions to support and strengthen public education in marginalized communities.

3. To develop and adequately support 40 Freedom Academies across the state of Florida.
4. To create significant after school programs for students in Title One schools in marginalized communities across the state of Florida, using an age-appropriate African American History Curriculum to strengthen reading, writing and mathematics skills.
5. To create summer “Freedom Schools” to teach youth the importance of African Americans contributions, self-respect, personal responsibility, and African American contributions.
6. To empower and encourage the three private HBCUs in Florida to develop laboratory schools on their respective campuses by 2025.
7. To cultivate and create partnerships with foundations, businesses and philanthropists to support programs and

events that consistently celebrate the contributions of African American history, culture, literature, faith and heritage

We all must redouble our efforts to fight for social justice, voting rights, civil rights, diversity, equity and inclusion. The dismantling of

programs of diversity, equity and inclusion is shameful and insulting.

Over the next several weeks, selected members of “The Teaching Our Own History” Task Force will publish articles for dissemination through The National Black Press, addressing the critical components for teaching our

own history. I encourage our readers to enthusiastically engage in meaningful discussions in their various constituent groups and organizations as we speak “truth to power.”

*Berthony Napoleon is chairman and founder, and Rey Robinson is CEO of the Five and Two Solutions Group, Inc. •*



## Black-Owned Baseball League to Honor Negro League Legends

A League of Our Own (ALOOO) (<https://aleagueofourown247.com/>), a self-funded baseball league that is the only African American owned Independent Baseball League in the United States, is honoring the legacy, history and accomplishments of four very distinguished African American Baseball players – Rube Foster, the father of Negro League Baseball; Stachel Paige, one of the greatest pitchers of all time; Sam Allen, a Negro League great; and Dick Allen, one of the Chicago White Sox’s most fierce hitters in his day. ALOOO will honor these distinguished baseball icons by naming

teams in their league after them in an effort to forever invoke their memories in the hearts and minds of past, present, and future baseball generations. The teams will bear the name Rube Foster Chicago Giants, Stachel Paige All-Stars, Sam Allen Monarchs, and Dick Allen Hittman, and the league will host an official dedication prior to the start of the 2024 season.

A few years ago, a little league baseball team from the Southside of Chicago by the name of Jackie Robinson West captured the heart and soul of the nation. Most importantly they captured the heart and soul of the African American community around the

world. Baseball in inner cities is dying and we have an avenue to give baseball players something to look forward to. This league would afford baseball players the opportunity to play baseball to further advance and develop their baseball skills. We want this league to capture the heart and soul of the nation as we serve as a lifeline to pump life back into the game by providing an outlet for baseball players to continue playing past the high school and college levels.

This league is open to all baseball players from the East, West, North, and South regardless of their ethnic background, and is currently in the midst

of holding open tryouts. Tryouts will remain open until all the spots are filled. Players interested in being a part of this program should visit the website and register online today for the tryouts.

As a 501(c)3 not-for-profit, ALOOO is looking to develop a network of supporters to help us sustain and cultivate the future growth of this league by becoming financial donors or sponsors. All players who are interested in being a part of this league and/or those interested in becoming a financial supporter feel free to contact us at (205) 264-1468 or visit the official website at [ALeagueofOurOwn247.com](https://ALeagueofOurOwn247.com). •

### 1964 SIGNING OF THE CIVIL RIGHTS ACT



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# Career & Education

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## Impact Of Diversity on Organizational Performance

By Origen Grear

Diversity in the workplace can be defined as a workplace being heterogeneous in terms of gender, race, and ethnicity as well as possessing distinct elements and qualities that differentiate each individual (8). Diversity in the workplace has been steadily rising since its introduction to society in the 1960's. As workplace diversity has become more common over the past few decades, the questions regarding the extent to which workplace diversity benefits organizations has generated a number of mixed opinions regarding whether or not the benefits of diversity in the workplace outweigh the detriments. Through examining the pros and cons of workplace diversity, this research aims to prove that the overall impact of diversity on organizational performance is positive. Every organization can benefit from understanding the impact of diversity on organizational performance, especially during an era that emphasizes inclusivity. As the workforce becomes more diverse throughout the world, organizations must adapt (3). Diversity in the workforce can either make or break a company, and it is important for organizations to understand diversity's impact in order to effectively maximize their success and minimize their failures.

Diversity in the workplace can take on many forms. Some examples are gender diversity, racial diversity, conceptual/ cognitive diversity, and cultural diversity (4). Recognizing and managing diversity not only creates an inclusive workplace where employees feel comfortable, but also leads to organizational benefits. Through increased creativity and innovation, enhanced problem-solving and decision-making, and increased employee engagement and motivation within the workplace (5), organizations are able to improve their marketability, profitability, and overall success.

A very significant positive impact of having a diverse workplace is an increase in creativity and innovation within the organization. "The successful companies are the ones building on creativity that became its most important belongings and the foundation of its base, thus the diversity of workers is considered a main factor in the ability of the company to survive and grow" (1). Not only does creativity and innovation allow companies to survive, but it also allows them to prosper.

Enhanced problem-solving and decision-making abilities is another positive impact of diversity on organizational performance. "Increasing adaptation, diversity in the working force presents various options to resolve problems that appear in the organization" (1). In a 1986 study regarding heterogeneous versus homogeneous problem solving, it was found that heterogeneous teams including minority members were more creative in generating ideas and "non-obvious alternatives" than the homogenous teams. "The results indicated that the heterogeneous teams were more creative



in problem solutions than the homogenous when controlling for ability levels" (2). One of the main reasons diversity enhances problem-solving and decision-making processes is the variety of perspectives that are present in diverse groups.

Another positive impact that workplace diversity has on organizations is an increase in employee engagement and overall motivation. The motivation and engagement of employees is a very important factor regarding organizational performance as it directly correlates to employee productivity. According to a study conducted by Gallup, it was found that engaged employees are 21% more productive than disengaged employees (7). Having a diverse workforce promotes employee engagement and motivation by establishing inclusivity, which results in employee comfortability, satisfaction, and commitment. In an in-depth research study performed by Ghasempour Ganji et al, results showed that employee engagement is positively affected by diversity management (6). It was discovered in another study by Deloitte that inclusive teams are 17% more likely to report that they are high performing, and that inclusive companies are 1.7 times more likely to be innovative leaders in their respective markets (7). Diversity in the workplace not only benefits employees individually, but also benefits organizations as a whole.

There are various studies that have shown positive effects of diversity on organizations. In a study conducted by Frink et al and his colleagues in 2003, personnel officers from numerous companies reported on their firms' size, sector, gender distribution, and market performance. The study showed a higher market performance in the firms with higher female participation. "On average, these companies had 624 employees, 49% of whom were women. As predicted, there was an overall positive effect of female participation on firm performance. More importantly, firm performance increased with female participation up to a maximum at 50 percent, after which it decreased" (2). It is further explained that these results were unaffected by organization size and industry sector, proving that the organization significantly benefited from gender diversity directly. In addition to diversity among employees benefiting organizations, diversity among leadership also has a significant impact on organizations. Roberson and Jeong Park conducted a study in 2007 that found a relationship between diversity and equity. "The results of their study also showed a positive relationship between top management team diversity and revenue growth such that organizations with greater ethnic minority

representation in top management tended to experience larger increases in annual revenues (Roberson & Jeong, 2007)" (2). This shows that diversity in all areas of an organization can produce positive results. Another study conducted in 2008 on employees from 130 different organizations to investigate the relationship between employee diversity and organizational performance resulted in senior management-level diversity and diversity within nonmanagerial ranks having a positive and significant impact on overall quality, productivity, profitability, and return on equity in organizations (3).

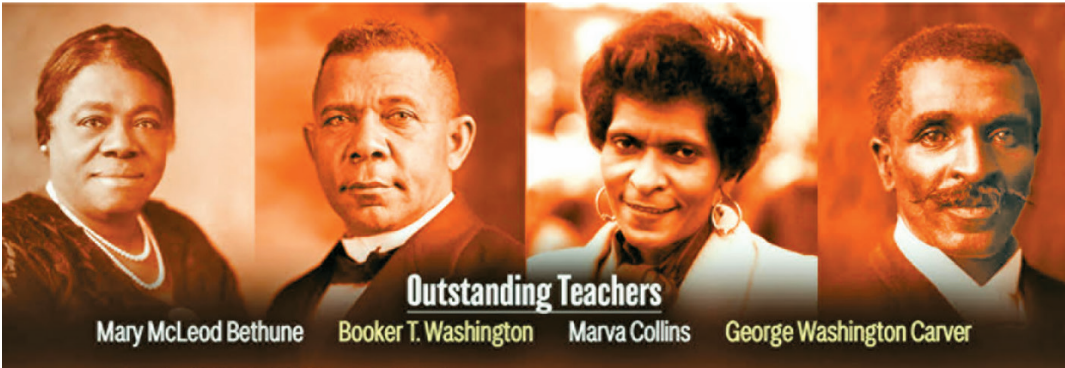
One example of a negative impact that diversity has on organizations is a potential increase in conflict between team-members. Though conflict could hinder organizational performance, it has the potential to benefit organizations at a much greater degree. "In another study, Simon, Pelled, and Smith, (1999) observed that member diversity in education and company tenure influenced the quality of debates and thus, positively impacted the decision making process in a team of top managers" (2). Conflicts are often necessary for debates to arise, and, with adequate leadership, can be used to an organization's advantage.

Communication problems may also be identified as a negative impact of diversity on organizations (8). Because there are possibilities of communication barriers forming between new employees, diversity management must be a priority for organizations in order to minimize the barrier's impact as well as resolve it quickly. With efficient diversity management, these communication barriers are able to be transformed into significant connections that result in greater organizational performance.

Diversity in the workplace is a factor that is not only essential, but also unavoidable for organizations in this day and age. Through establishing a more inclusive workplace, organizations are able to solve problems more efficiently, make smarter decisions, utilize their creativity, and allow all types of people to feel respected and comfortable in the workplace. Along with this, organizations perform better financially and are able to stay on par with their competitors and even surpass them. Though there may be conflicts, communication barriers, or other minor issues, the benefits that workplace diversity brings to organizations makes it a necessity for all organizations to have. In order for organizations to reach their fullest potential and reap as many benefits as possible, they must be ready to accept diversity into their workplace.

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## The Sunday Afternoon Class for Parents and Students



By James  
Jerome  
Hankins

Lesson (A) It depends on what your definition of employment is. I once interviewed the manager of the local Employment Security Commission. She said she and her employees enjoyed their jobs helping people find work. They only get insulted when someone asks, "Is this the unemployment office?" "The great Janet Jackson hit song asks a profoundly serious question we should ask both men who want to lead the United States and the world: "What Have You Done For Me Lately"? President BIDEN has done this for us lately.

(1.) Lowered drug costs. Biden demanded that BIG PHARMA lower the insulin price from \$123.00 for a one-month supply to \$35. That is \$88 a month or \$1,056 a year cash in your bank account. These savings are real, not like the imaginary wolf tickets/trickle-down fancy con of the Republican politicians. NOTE# It is estimated that over 13% of us African Americans suffer from diabetes. Any in your family?

(2.) The dirty industries that cause our climate to change must be stopped. This will mean spending up to 9 million dollars for good paying (jobs/jobs/jobs) over the next ten years and reducing premature deaths from environmental pollution that is prevalent in our communities.

(3.) Ten 10 billion dollars in addressing mental health. Every state will have a 24/7 clinic to treat rich or poor and insured or uninsured patients. Are any of your family members experiencing mental health issues? End the discriminatory language of the rich being called mentally challenged and the poor called "lazy/crazy."

(4.) Canceling up to \$20,000 in Federal Student loans for millions of poor Americans. He wanted to do more, but the Republicans in Congress stopped him. We can stop those "Scrooge-like" Republicans by registering and voting in record numbers.

(5.) Expanded food assistance programs to grow and distribute good healthy food to needy American families (jobs/jobs/jobs.)

(6.) Two thousand eight hundred unsafe bridges to be repaired or replaced (jobs/jobs/ Jobs). How many unsafe bridges do you hold

your breath and drive across in your county?

(7.) More than 9 billion to improve American water, pipes, service lines, and sewer systems (jobs/ jobs, jobs.) Is the water and sewer system in your city better or worse than Flint, Michigan/ Camp Lejeune/Chemours' history of dumping chemicals in water? If a good-paying job is hindering you from reaching your goals, your VOTE for BIDEN/HARRIS will help you; as James Brown sang, "Get on the good foot." HARRIS is the CEO of EMPLOYMENT, and BIDEN is the (jobs/jobs/jobs) President.

Proverbs 14:23: "All hard work brings profit, but mere talk leads to poverty."

African Proverb: "If you see your family members or friends traveling down the highway to NOWHERE, please tell them to take the next EXIT.

Today's teacher, James Jerome Hankins, is an Army veteran, Broker/Owner of J. Hankins Realty, Former President of the NHC NAACP, 100% voter, retired 34-year "shop" teacher, Graduate of NC A&T State University, Author of the book "What We Blacks Need To Do Part 2". •



## "Black Voices" Features Empowering Quotes from Pan-African World

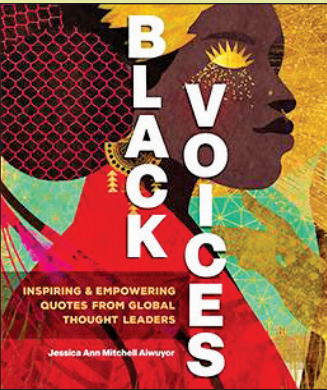
With over 60 quotations carefully researched by National Black Cultural Information Trust founder, Jessica Ann Mitchell Aiwuyor, Black Voices is your go-to source for powerful words from both famous Black individuals in history and new and lesser-known voices. From this diverse spectrum of perspectives and experiences, gain a deeper understanding of Black culture and history.

Some of the inspirational quotes include:

"I'm not ashamed of anything I've ever done in the name of fairness and justice for my people." — Winnie Mandela, South African freedom fighter

"Our youth, our drive, our diversity and openness, our boundless capacity for risk and reinvention means that the future should be ours. But that potential will only be realized if our democracy works. Only if our politics better reflects the decency of our people." — Barack Obama, 44th President of the United States and the first Black American President

Spotlighting Black writers, artists, scholars,



politicians, activists, and visionaries from all eras and backgrounds, each quote is accompanied by a short biography of its writer or speaker.

This engaging and information - packed book touches on aspects and subjects relevant to Black lives, including:

- Culture and History
- Education and Knowledge
- Justice, Civil Rights, and Human Rights
- Race and Racism

Black Voices is a must-have reference to Pan-African culture and history.

About the Author  
Jessica Ann Mitchell

Aiwuyor is a cultural communications specialist based in the Washington, DC, area. Aiwuyor is the founder of the National Black Cultural Information Trust, a Pan-African initiative that uses communications, media, and cultural storytelling to share information and resources that correct and challenge cultural misinformation and disinformation surrounding racial/ethnic identity, anti-Blackness, and other false narratives. As an author and cultural storyteller, her writings about African American cultural heritage and ethnicity have been published and cited across a wide range of publications including Huffington Post, Business Insider, MSNBC, LA Progressive, and TV One's News One Now.

About the Book  
Black Voices  
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Available on Quarto.com •



# Spirit & Life

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**WHAT**  
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“First learn the meaning of what you say, and then speak.” ~ Epictetus

## Biden, The Black Church, and Mother Emanuel

By John Thomas III, Ph.D., Editor, The Christian Recorder

One could be forgiven for wondering exactly what happened at Mother Emanuel on Monday when US President Joseph R. Biden, Jr. visited in his first campaign swing of the 2024 Presidential cycle. As an affiliate member of Mother Emanuel, a journalist, and a collegiate Political Science professor, I confess that I needed a few days to sit with the variety of emotions and perspectives that I felt after Monday’s program.

We know that the Black Church as an institution is more to the African American community than a religious place. It is a vital institutional pillar that has undergirded our existence. From providing physical places to gather and shelter to opportunities for leadership and training to incubators for economic development, the Black Church is a singular institution whose influence sets African Americans apart from different parts of the Diaspora in the Western Hemisphere.

We AMEs take pride

in navigating the world of United States politics, including Presidents in our midst. William McKinley visited Quinn Chapel AME Church in Chicago in one of his last speeches before his assassination in 1901. John F. Kennedy invited the entire Council of Bishops to the White House to recognize Daniel Payne’s role in signing the Emancipation Proclamation. And, of course, Presidential candidates routinely attend our General Conferences.

So, when people question the appropriateness of the sitting United States President to show up to an AME Church, our history shows that he is just the latest in a long line of persons who have come to our doors. Furthermore, President Biden has a special relationship with the AME Church. He was a frequent visitor at Bethel AME Church in Wilmington, Delaware, when he represented that state in the United States Senate. He also personally visited the families of the Mother Emanuel victims and the survivors of the 2015 massacre days after the tragedy in a show

of solidarity—even though his own son, Beau, had died of cancer days before. As Congressman James Clyburn (and AME Church member) said in his introduction of the President, “We know Joe.” With this context, the visit of President Biden to an AME Church makes sense.

But we know contexts change. The Black Church is not what it once was, and American Democracy is not what it once was. When the protestors stood up in Mother Emanuel during the President’s speech, I immediately noticed they were the youngest people in the sanctuary. Given that they couldn’t bring in signs, I appreciated their boldness and that, when asked to leave, they respectfully did so and honored the fact that it was a house of worship and sacred ground. We know that there is a generational and ethnic divide in American opinion on the conflict in Gaza, and many of the people were more concerned that they were “disrespecting the President” than their actual viewpoint about genocide. The largely 60-plus crowd in the room was

a friendly audience to the President. And we know that the Black Church as an institution is losing inroads among younger generations. Faith will always be important to African Americans—but how that faith is practiced and what institutions shape it is evolving and changing. Likewise, African American voting patterns are shifting, and the arguments and appeals to Black voters must shift.

Bishop Samuel Green, Presiding Prelate of the 7th Episcopal District, reminded those assembled in his remarks that while Ella Baker, Malcolm X, Rosa Parks, Martin Luther King, Jr., and other luminaries of the African American freedom struggle might have had issues with American democracy if there was a choice between President Biden or former President Trump, we know they adamantly would have backed the incumbent. This stark reminder of the situation of American democracy, where White nationalist demagogues and insurrectionists have



### The Living Word

**Galatians 6:7-8**  
*New International Version*

**7-8:** Do not be deceived: God cannot be mocked. A man reaps what he sows. Whoever sows to please their flesh, from the flesh will reap destruction; whoever sows to please the Spirit, from the Spirit will reap eternal life. •

the communities we minister to in this troubling time for American Democracy.

There are no easy answers, but we know that our faith in Christ will guide us, and we must be obedient enough to follow and act upon it.

*John Thomas III, Ph.D. is the Editor of The Christian Recorder, the official newspaper of the African Methodist Episcopal Church. He is the President of the Associated Church Press and an Executive Committee Member of the World Association of Christian Communicators-North America Section. A native of Nashville, Tennessee, he has recently relocated to Charleston, South Carolina where he is an Assistant Professor in the Department of Political Science at the College of Charleston. •*

## Black Author Releases New Edition Of "Think Outside the Cell"

An Entrepreneur's Guide for The Incarcerated and Formerly Incarcerated"

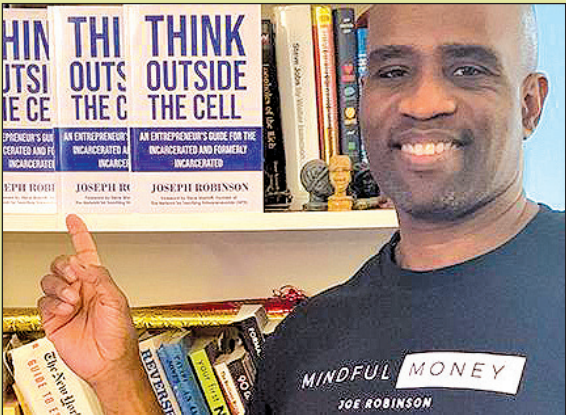


Continuing his mission of empowering people impacted by the criminal justice system, author and entrepreneur Joe Robinson has just published a revised and expanded version of his nationally acclaimed Think Outside the Cell. This inspiring and informative book when first released led the way as an entrepreneurship manual specifically designed for people who have served time in prison. The latest edition offers a wealth of guidance—including the transformative content from the original book and valuable new facts and ideas—that will make the journey to entrepreneurship, financial literacy, and personal empowerment far easier and destined for success.

With Think Outside the Cell, Joe is encouraging men and women nationwide to use what for many are innate entrepreneurial gifts in order to build the lives they want and break the cycle of recidivism. This step-by-step guide is packed with straightforward information on a range of topics, including how to get others to embrace your ideas and help launch your business, how to legally avoid taxes, how to establish good credit, and the steps to take to remove occupational restrictions that many states place on convicted felons. The just-released edition offers a treasure trove of new material, including on using a customer avatar to hone in on your ideal customer’s aspirations and pain points, maximizing the use of the internet for business, and leveraging social media to establish deeper relationships with existing and potential customers.

Joe’s passion for his mission is deeply rooted in his own life experiences. He hails from the rough and tumbling heart of East New York, Brooklyn, a neighborhood that bore the brunt of the crack era’s devastating impact during his formative years. This turbulent environment exposed him to the harsh realities of economic disparity and the consequences of financial illiteracy. It also forged his resilience.

His journey was profoundly influenced by 25 years of incarceration, an experience that ignited a fervent desire to reach out to those who find themselves in similar circumstances, grappling with myriad obstacles and challenges upon release. It is Joe’s unwavering commitment to improving the financial well-being of this segment of the population that fuels his relentless pursuit of normalizing conversations about money.



Joe’s mission is not limited to teaching mere financial concepts; it is about helping people to embrace their dreams through catalyzing a profound shift in money mindsets, nurturing healthy relationships with money, and providing the tools and knowledge necessary to invest wisely. Think Outside the Cell has won high praise, including from the late John C. Whitehead, whose titles included U.S. Deputy Secretary of State and co-chairman of Goldman Sachs; Steve Mariotti, founder of the internationally acclaimed Network for Teaching Entrepreneurship; Wahida Clark, best-selling urban fiction author; and Julio Medina, founder of Exodus Transitional Community, whose work with the formerly incarcerated has been recognized by the White House.

Think Outside the Cell is being published amid renewed efforts to help the formerly incarcerated—who are disproportionately black and Latino—successfully reenter society. For example, New York State recently enacted the Clean Slate Act, which automatically seals certain convictions after a set number of years. Formerly incarcerated people in the dozen or so states that have enacted such legislation now have the possibility of a more realistic second chance.

Think Outside the Cell presents an important option that can help give these men and women—and millions of others who have returned home or are making plans to one day do so—the building blocks needed to establish productive lives.

The book can be purchased on Amazon or at MindfulMoneyLLC.com

Also, be sure to follow Joe Robinson and the Mindful Money LLC brand on Facebook and Instagram. •



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City: \_\_\_\_\_ State/Zip: \_\_\_\_\_  
Work Phone: \_\_\_\_\_  
Home Phone: \_\_\_\_\_  
Cell Phone: \_\_\_\_\_  
Email: \_\_\_\_\_

#### Recipient:

Name: \_\_\_\_\_ Title: \_\_\_\_\_  
Address: \_\_\_\_\_  
City: \_\_\_\_\_ State/Zip: \_\_\_\_\_  
Work Phone: \_\_\_\_\_  
Home Phone: \_\_\_\_\_  
Cell Phone: \_\_\_\_\_  
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# GreaterDiversity Classifieds

## NOTICE TO FIRST TIER SUBCONTRACTORS

**Monteith|Balfour Beatty|Right Build International team** has been selected as the Construction Manager at Risk by Durham Public Schools for the **New Durham School of the Arts project** in Durham, NC. We are seeking to pre-qualify construction trade and specialty contractors to submit bids for the furnishing of labor, materials, equipment, and tools. We will be accepting Prequalifications for the following bid packages:

- 179-2324-722 Abatement
- 179-2324-708 Demolition

Additional packages may be added and/or deleted at the discretion of the Construction Manager.

### PROJECT DESCRIPTION:

The team is thrilled with the opportunity to build the New Durham School of the Arts project. Durham Public Schools plans to open a new state-of-the-art school for the performing arts. This campus will serve grades sixth through twelve (6-12) with a design capacity of approximately two thousand students (1400 High School and 600 Middle School). The building area is approximately 337,500 GSF.

### PREQUALIFICATION DUE DATE:

7 days before bid day  
Prequalification forms can be downloaded from the following website: <https://bbcus.egnyte.com/fl/Ubl1ZbyZFP>  
Any questions about prequalification, email questions to Laura Smith at [lsmith@balfourbeattyus.com](mailto:lsmith@balfourbeattyus.com).

### MWBE OUTREACH MEETING:

Tuesday, February 19th, 2024, at 2:00 PM  
\* Location to be announced \*

### PREBID MEETING EVENT:

Tuesday, February 19th, 2024, at 3:00 PM  
\* Location to be announced \*

### ANTICIPATED BID DATE:

March 4th, 2024

## INVITATION TO BID

### PROJECT: SANFORD TRAIN DEPOT RESTORATION

Sealed proposals will be received by the **City of Sanford, NC** at the Sanford Municipal Center located at 225 E. Weatherspoon Street up to 2:00 pm on Thursday, March 7, 2024. The proposals should be left in the engineering department on the second floor. Immediately after the deadline the proposals will be publicly opened and read for the construction of renovations and restoration of the Sanford Train Depot at 106 Charlotte Avenue, Sanford, NC.

Bids will be received for Single Prime only. All proposals shall be lump sum.

#### Pre-Bid Meeting

An open pre-bid meeting will be held for all interested bidders at 2:00pm on Wednesday, February 7, 2024, at the Train Depot in Depot Park, 106 Charlotte Ave. The meeting will address project specific questions, issues, bidding procedures, and bid forms. A tour of the Depot building will be conducted at that time. Bidders will be required to have completed 3 projects by their company in the last 10 years that are comparable in scale and scope to the Sanford Train Depot Restoration project.

Complete plans, specifications and contract documents will be open for inspection in the City of Sanford's Engineering Department on the second floor of the Sanford Municipal Center at 225 E. Weatherspoon Avenue, and at the following online plan rooms:

#### ConstructConnect

McGraw-Hill Dodge Corporation (local Carolina offices), [dodgeprojects.construction.com](http://dodgeprojects.construction.com).  
The Institute NC: Minority Plan rooms in NC Institute of Minority Economic Development, Inc., at MCTAP/NCIMED, Inc, 114 Parrish Drive, 4th Floor, Durham, NC 27701. [www.theinstitute.nc.org](http://www.theinstitute.nc.org).

The proposal shall be accompanied by a cash deposit or a certified check drawn on some bank, or trust company, insured by the Federal Deposit Insurance Corporation, of an amount equal to not less than five percent (5%) of the proposal, or in lieu there, of a bidder may offer a bid bond of five percent (5%) of the bid executed by a surety company licensed under the laws of North Carolina to execute the contract in accordance with the bid bond. Said deposit shall be retained by the Owner as liquidated damages in the event of failure of the successful bidder to execute the contract within ten days after the award or to give satisfactory surety as required by law.

A performance bond and a payment bond will be required for one hundred percent (100%) of the contract price.

Payments will be made based on ninety-five percent (95%) of monthly estimates and final payment made upon completion and acceptance of the work.

No bid may be withdrawn after the scheduled closing time for the receipt of bids for a period of 30 days.

## ADVERTISEMENT FOR BIDS

Sealed proposals will be received by Bobby Sweat of the **North Carolina State Ports Authority** in Room 100A of the North Carolina Maritime Building, 2202 Burnett Blvd., Wilmington, NC, 28401, phone no. (910) 251-5674, up to 3:00 pm, February 27, 2024, and will immediately thereafter be publicly opened and read, for the furnishing of labor, material, and equipment entering into the construction of **CHARLOTTE INLAND PORT 2024 PAVEMENT UPGRADES**, North Carolina State Ports Authority, Charlotte, NC, The NCSPA Contract No. is C-1766.

Bids will be received for Single prime construction contract. All proposals shall be lump sum. Bidders should clearly indicate on the outside of the bid envelope **"BID PROPOSAL FOR CHARLOTTE INLAND PORT 2024 PAVEMENT UPGRADES"**, their North Carolina General Contractor's License Number, and that the bid is for "Single Prime Bid".

The project includes furnishing materials identified in the contract documents and the provision of all labor and equipment to perform the work associated with the project. The project includes the removal and stockpiling of approximately 2.2 acres of aggregate base course in the existing gravel yard, grading and subgrade preparation, replacement and addition of aggregate base course, and placement of heavy-duty asphalt pavement. The project also includes the replacement of approximately 2 acres of existing asphalt container yard with a thicker asphalt and aggregate base course section. The project also includes the milling and overlay of approximately 0.4 acres at the entrance and exit of the terminal. In addition, the project includes erosion control, storm drainage installation, and paint striping of the container yard.

The project is located on North Carolina State Ports Authority property at 1301 Exchange Street, Charlotte, NC.

Electronic contract documents may be obtained from the Designer, Kimley-Horn and Associates, Inc., at the address below.

An open pre-bid meeting will be held for all interested bidders and vendors on Tuesday, February 6, 2024, at 10:00 AM in the Charlotte Inland Terminal Conference Room, 1301 Exchange Street, Charlotte, NC. Attendance at the Pre-Bid meeting is not mandatory; however, all Bidders are encouraged to attend this conference and/or visit the site to better acquaint themselves with site conditions and job requirements.

The owner reserves the unqualified right to reject any and all proposals and to waive informalities.

#### Owner:

North Carolina State Ports Authority  
2202 Burnett Boulevard  
Wilmington, North Carolina 28402  
Phone: (910) 251-5674  
Attn: Bobby Sweat  
Email: [bobby.sweat@ncports.com](mailto:bobby.sweat@ncports.com)

#### Designer:

Kimley-Horn and Associates, Inc.  
25 Bull Street,  
Suite 400  
Savannah, Georgia 31401  
Phone: (912) 328-4440  
Attn: Jamie Gwaltney, P.E.  
Email: [jamie.gwaltney@kimley-horn.com](mailto:jamie.gwaltney@kimley-horn.com)

## ADVERTISEMENT FOR BIDS

**H&M Constructors** are requesting bids from Certified Female Contractors/Suppliers and Certified Minority Contractors/Suppliers for the following project:

**1) Broughton Hospital Maintenance Bldg., Morganton, NC.**

**Bids are due:**  
February 6, 2024 @ 2:00 pm.

*The project involves the construction and site work associated with the New Maintenance Building. This building is a replacement for an existing series of building used to house the staff and equipment used for maintaining the landscaping on campus.*

Plans are available for review on the H&M Constructors Dropbox shared link below. **H&M is willing to enter into good faith discussions regarding the opportunities listed below to provide the following assistance:**

- Break down combined elements of work into economically feasible units as appropriate.
- Provide an alternative to bonding such as a joint pay agreement.
- Provide quick pay agreements.

#### Please respond to:

187 Deaverview Road,  
Asheville, NC 28806  
(828) 254-6141 – Phone;  
(828) 254-8696 – Fax (H&M)

#### Dropbox Link:

<https://www.dropbox.com/sc/fo/wpxi2qn77idv7cq8dr0zb/h?rlkey=93wbjs1caiptbnnbqoe08hxyt&dl=0>.

## ADVERTISEMENT FOR BIDS

**Baker Mechanical, Inc.** Seeking Minority Prices for work relating to HVAC.

Contact: Kenny Martin  
P.O. Box 2284  
Wilson, NC 27894-2284  
Telephone: (252) 291-4460  
Fax No.: (252) 291-7204

## PREQUALIFICATION ADVERTISEMENT

**I.L. Long Construction Co., Inc.** has been selected as the Construction Manager @ Risk by North Carolina State University and is seeking to pre-qualify construction trade and specialty contractors to submit bids for furnishing labor, materials, equipment and tools for the:

**North Carolina State University,  
Wood Residence Hall –  
HVAC Replacement**  
2541 Warren Carroll Dr.  
Raleigh, NC 27607

### Project Description:

This project will renovate the HVAC system in Wood Residence Hall buildings built in 1983 (three buildings, totaling 114,400 GSF). The HVAC system will be renovated to convert the existing two-pipe system to a four-pipe system for increased reliability and efficiency.

**Principal Trades contractors are solicited for the following bid packages:**

#### Bid Package

23A  
**Bid Package Description**  
HVAC  
**Estimated Budget**  
\$3,500,000.00

#### Bid Package

26A  
**Bid Package Description**  
Electrical  
**Estimated Budget**  
\$750,000.00

*Additional Packages may be added or deleted by the Owner or Construction Manager.*

I.L. Long Construction has a long-standing commitment to maximize minority and other HUB participation on all our projects, and we recognize the importance NC State University places on minority and HUB participation for all their projects. There is an established 25% MWBE goal for this project. I.L. Long Construction can generate custom solutions to support a successful project.

**Examples of Potential Vendor Support:** bonding access, joint checks, pay arrangements, insurance limits, optimizing bid packages, etc.

Prequalification forms can be obtained by emailing Rachel Collins at [rcollins@illong.com](mailto:rcollins@illong.com).

**Completed prequalification forms should be submitted to Rachel Collins by January 26, 2024.** For further information or questions, please contact Rachel Collins at 336-661-1887 or [rcollins@illong.com](mailto:rcollins@illong.com). Target bid date is late February 2024.

**Outreach session information will be posted at a later date.**

## ADVERTISEMENT FOR BIDS

**H&M Constructors** are requesting bids from Certified Female Contractors/Suppliers and Certified Minority Contractors/Suppliers for the following project:

**1) WNCHHS Additions and Renovations Marion, NC.**

**Bids are due:**  
February 7 @ 3:00 pm.

**Bid Date:**  
February 8 @ 10:00 am.

*This project consists of interior renovation to the upper level of the existing two-story building. Existing office space will be reconfigured to include new offices, break room, restroom, and pharmacy. A new two-story addition will be constructed with a communicating stair, additional upper-level pharmacy space, and an additional lower level office.*

Plans are available for review on the H&M Dropbox link below. **H&M is willing to enter into good faith discussions regarding the opportunities listed below to provide the following assistance:**

- Break down combined elements of work into economically feasible units as appropriate.
- Provide an alternative to bonding such as a joint pay agreement.
- Provide quick pay agreements.

#### Please respond to:

187 Deaverview Road,  
Asheville, NC 28806  
(828) 254-6141 – Phone;  
(828) 254-8696 – Fax (H&M)

#### Dropbox link:

<https://www.dropbox.com/sc/fo/gax547hoghg5f1nb07bi0/h?rlkey=mz5pqribe312w0hd0bcxwd8fl&dl=0>.

## ATTENTION DBE/MBE/WBE SUBCONTRACTORS

**Smith-Rowe, LLC** will be bidding on the following project on Wednesday, February 7th, 2024, at the North Carolina Department of Transportation Central Letting:

#### Contract ID

DDJ00509

#### County

Union

#### Description

Replace Bridge #108 Over Norkett Branch on SR 1911 (Logan Morgan Road), Grading, Paving, Drainage, & Structure.

We are interested in receiving your quotations on this project for any work for which your company is qualified and especially for the following types of work: Hauling, Construction Surveying, Grading & Drainage, Asphalt Paving, Steel Beam Guardrail, Shoulder Berm Gutter, Clearing & Grubbing, Work Zone Signs, Thermoplastic Pavement Marking Lines, Reinforcing Steel, Asbestos Assessment, Temporary Silt Fence, Seeding & Mulching, Erosion Control, and other items as per NCDOT Proposal.

A pre-bid conference will be held in our office on February 2nd, at 9:00 A.M., to discuss the proposed project with any interested DBE/MBE/WBE. Please call 336/789-8221 if you plan to attend the pre-bid conference or if you would like to schedule another time for a pre-bid conference. You may call in your quotes to our Mount Airy office at 336/789-8221, fax 336/789-6807, or email Frank Fulp at [frank@smithrowe.com](mailto:frank@smithrowe.com), email is preferred.

“The North Carolina Department of Transportation, in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§ 2000d to 2000d-4) and the Regulations, hereby notifies all bidders that it will affirmatively ensure that any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full and fair opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award. In accordance with other related nondiscrimination authorities, bidders and contractors will also not be discriminated against on the grounds of sex, age, disability, low-income level, creed/religion, or limited English proficiency in consideration for an award.”

## ATTENTION

### DBE/MBE/WBE SUBCONTRACTORS

**Smith-Rowe, LLC** will be bidding on the following project on Tuesday, February 13th, 2024, at the North Carolina Department of Transportation Central Letting:

#### Contract ID

DD00447

#### County

Johnston

#### Description

Bridge #173 Over Buffalo Creek on SR 1700 (Covered Bridge Road), Grading, Paving, Drainage, & Structure.

We are interested in receiving your quotations on this project for any work for which your company is qualified and especially for the following types of work: Hauling, Construction Surveying, Grading & Drainage, Asphalt Paving, Steel Beam Guardrail, Shoulder Berm Gutter, Clearing & Grubbing, Work Zone Signs, Thermoplastic Pavement Marking Lines, Paint Pavement Marking Lines, Asbestos Assessment, Reinforcing Steel, Temporary Silt Fence, Seeding & Mulching, Erosion Control, 6" Concrete Driveway, Vertical Concrete Barrier Rail, and other items as per NCDOT Proposal.

A pre-bid conference will be held in our office on February 9th, at 9:00 A.M., to discuss the proposed project with any interested DBE/MBE/WBE. Please call 336/789-8221 if you plan to attend the pre-bid conference or if you would like to schedule another time for a pre-bid conference. You may call in your quotes to our Mount Airy office at 336/789-8221, fax 336/789-6807, or email Frank Fulp at [frank@smithrowe.com](mailto:frank@smithrowe.com), email is preferred.

“The North Carolina Department of Transportation, in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§ 2000d to 2000d-4) and the Regulations, hereby notifies all bidders that it will affirmatively ensure that any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full and fair opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award. In accordance with other related nondiscrimination authorities, bidders and contractors will also not be discriminated against on the grounds of sex, age, disability, low-income level, creed/religion, or limited English proficiency in consideration for an award.”

## ADVERTISEMENT FOR BIDS

Sealed proposals for single prime bids will be received until **2:00 p.m. on February 22, 2024**, at **North Carolina A&T State University**, Facilities Department, DeHuguley Building, 602 N. Benbow Rd, Greensboro, NC 27411; Attn: Chuck Dixon, (336) 392-4223, and immediately thereafter publicly opened and read for the construction of **Relocate Hines 200 and 202 to ERIC 182 and 275**.

A mandatory **virtual Pre-bid** meeting will be held at **2:00 p.m. on February 7, 2024**. Site visits are mandatory for all prime bidders. Contact the Project Manager (Chuck Dixon) to arrange a site visit. Site visits can be accommodated, by appointment, February 8th or 15th, at 10:00 AM, inclusive. Zoom access to the mandatory virtual pre-bid meeting is below:

**Join from a PC, Mac, iPad, iPhone or Android device:**

Please click this URL to start or join. <http://rmf.zoom.us> Or, go to <https://rmf.zoom.us/join> and enter meeting ID: 927 2362 3984 and password: 006529

**Join from dial-in phone line:**

Dial: +1 309 205 3325 or +1 312 626 6799  
Meeting ID: 927 2362 3984

The project includes relocating lab equipment from Hines 200 and 202 to ERIC 182 and 275. Replacing an existing exhaust valve to accommodate the relocated lab equipment. Installing a new process water chiller to serve the relocated lab equipment and modifying the existing electrical systems. The project will take place on the campus of North Carolina Agricultural and Technical State University (NCA&T) in Greensboro, NC.

Bid Documents are **available at the Electronic Plan Rooms of: NC Institute of Minority Economic Development and iSqFt**. Complete plans and specifications can be obtained for a deposit of \$50 (check made out to RMF Engineering, Inc.) from ARC ([Charlotte.jobs@e-arc.com](mailto:Charlotte.jobs@e-arc.com)) (704.333.3009). Electronic (PDF) copies are available from ARC or RMF Engineering, Inc. ([sean.rask@rmf.com](mailto:sean.rask@rmf.com)) at no additional cost. All interested bidders shall email Sean Rask ([sean.rask@rmf.com](mailto:sean.rask@rmf.com)) and Chuck Dixon ([chuck@ncat.edu](mailto:chuck@ncat.edu)).

The State reserves the unqualified right to reject any and all proposals.

Chuck Dixon  
Project Manager  
NC A&T State University  
336-392-4223

## ADVERTISEMENT FOR BIDS

Sealed proposals for single prime bids will be received until **2:30 p.m. on February 22, 2024**, at **North Carolina A&T State University**, Facilities Department, DeHuguley Building, 602 N. Benbow Rd, Greensboro, NC 27411; Attn: Chuck Dixon, (336) 392-4223, and immediately thereafter publicly opened and read for the construction of **Relocate Hines 200 and 208 to ERIC 275**.

A mandatory **virtual Pre-bid** meeting will be held at **2:30 p.m. on February 7, 2024**. Site visits are mandatory for all prime bidders. Contact the Project Manager (Chuck Dixon) to arrange a site visit. Site visits can be accommodated, by appointment, February 8th or 15th, at 10:00 AM, inclusive. Zoom access to the mandatory virtual pre-bid meeting is below:

**Join from a PC, Mac, iPad, iPhone or Android device:**

Please click this URL to start or join. <http://rmf.zoom.us> Or, go to <https://rmf.zoom.us/join> and enter meeting ID: 988 3589 0171 and password: 511550.

**Join from dial-in phone line:**

Dial: +1 305 224 1968 or +1 309 205 3325  
Meeting ID: 988 3589 0171

The project includes relocating lab equipment from Hines 200 and 208 to ERIC 275. Installing a new process water chiller to serve the relocated lab equipment and modifying the existing electrical systems. The project will take place on the campus of North Carolina Agricultural and Technical State University (NCA&T) in Greensboro, NC.

Bid Documents are **available at the Electronic Plan Rooms of: NC Institute of Minority Economic Development and iSqFt**. Complete plans and specifications can be obtained for a deposit of \$50 (check made out to RMF Engineering, Inc.) from ARC ([Charlotte.jobs@e-arc.com](mailto:Charlotte.jobs@e-arc.com)) (704.333.3009). Electronic (PDF) copies are available from ARC or RMF Engineering, Inc. ([sean.rask@rmf.com](mailto:sean.rask@rmf.com)) at no additional cost. All interested bidders shall email Sean Rask ([sean.rask@rmf.com](mailto:sean.rask@rmf.com)) and Chuck Dixon ([chuck@ncat.edu](mailto:chuck@ncat.edu)).

The State reserves the unqualified right to reject any and all proposals.

Chuck Dixon  
Project Manager  
NC A&T State University  
336-392-4223